ANALISIS IMPLEMENTASI SISTEM REKRUTMEN *MANPOWER* PADA PT SPORT GLOVE INDONESIA

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Abstrak

Penelitian ini dilakukan pada PT. Sport Glove Indonesia. Penelitian ini membahas mengenai bagaimana implementasi sistem rekrutmen *manpower* pada PT. Sport Glove Indonesia. Penelitian ini bertujuan untuk mengetahui apakah pengimplementasian sistem rekrutmen *manpower* pada PT. Sport Glove Indonesia sudah bisa dikatakan baik atau belum. Penelitian ini menggunakan metode *Quote sampling*, dengan teknik pengujian data yang digunakan berupa uji validitas dan uji reliabilitas dengan *Cronbach's Alpha* serta analisis rata-rata deskriptif dan *Arithmetich Mean* menggunakan *software* SPSS. Sampel yang digunakan dalam penelitian ini sebanyak 63 responden dari karyawan dan kepala bagian PT. Sport Glove Indonesia. Dari analisis tersebut menunjukkan hasil berupa nilai rata-rata hitungan terendah terletak pada indikator pelaksanaan tes bakat dengan nilai rata-rata 1,05, sedangkan nilai rata-rata tertinggi terletak pada pelaksanaan tes wawancara dengan nilai rata-rata 1,73. Berdasarkan hasil analisis *arithmetic mean,* hasil hitung menunjukkan bahwa seluruh indikator implementasi rekrutmen *manpower* memiliki nilai rata-rata 1,30 yang berarti implementasi rekrutmen *manpower* pada PT. Sport Glove Indonesia dinilai sangat kurang baik oleh responden.

Kata Kunci: *Sistem Rekrutmen*

ANALYSIS OF MANPOWER RECRUITMENT SYSTEM IMPLAT PT. SPORT GLOVE INDONESIA

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Abstract

This research was conducted at PT. Sport Glove Indonesia. The study discusses the implementation of the manpower recruitment system at PT. Sport Glove Indonesia. The purpose of this research is to determine whether the implementation of the manpower recruitment system at PT. Sport Glove Indonesia can be considered good or not. This research used Quote sampling method, with data testing techniques including validity and reliability tests using Cronbach's Alpha, as well as descriptive average analysis and Arithmetic Mean analysis using SPSS software. The sample consisted of 63 respondents from employees and department heads at PT. Sport Glove Indonesia. The analysis revealed that the lowest average score was found in the talent test implementation indicator with lowest average value of 1,05, while the highest average score was in the interview test implementation with highest average value of 1.73. Based on the arithmetic mean analysis, the results indicate that all indicators of manpower recruitment implementation has an average value of 1.30, which means that the implementation of manpower recruitment at PT. Sport Glove Indonesia is awfuly bad rated according to the respondents.

Keywords: *Recruitment System*